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CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Feb. 1999 # 174

Corruption Policy Axed

Even before taking office, Hoffa Junior and his top officers are taking backward steps on corruption.

Reversing a consistent policy followed by Ron Carey, Junior plans to allow top officials who have been charged with corruption by the Independent Review Board (IRB) to hold office during the long process before final decisions are reached in their cases.

In 1993, when Ron Owens, then-director of the union's Carhaul Division, was charged by the IRB with favoritism and nepotism, Ron Carey insisted that he step down from duty until the matter was resolved.

In 1995, Carey asked then-UPS director and International Vice President Mario Perrucci to take a leave of absence from his positions after he was charged by the IRB with paying less than market value for a used boat purchased from an employer.

In 1997, Bill Hamilton, Director of Government Affairs, had to resign when he was unwilling to fully answer questions from a federal grand jury.

Carey himself took a leave of absence as General President when he was charged by the IRB.

Yet Junior is not taking the same strong stand against corruption by asking his vice presidents who have been charged by the IRB to take leaves of absence while their cases are pending.

The Election Officer has barred Hoffa's Southern Region International Vice President running mate, J.D. Potter from taking office because of IRB charges that he laundered \$5,000 in extra contributions to the Hoffa campaign then lied under oath to federal investigators to cover it up.

However, At Large International Vice President-Elect Tom O'Donnell and Western Region International Vice President-Elect Jim Santangelo, who both have been charged by the IRB, apparently will be allowed to take office.

"The real test on corruption comes when your own inner circle is involved, and Junior is failing that test," said TDU National Organizer Ken Paff.

- How much do my local officers make?
- Do I have the right to a copy of my contract?
- Do workers for my company in other areas have the same problems I do?
- I want to run for office in my local. How do I begin?
- How do I bring up an issue at our local union meeting?
- We want to be able to elect our steward. Can we do this?



Got Questions? TDU Can Help!

But there is a catch—we can't do it alone. We need you. Join today, and become part of our movement for a stronger Teamsters Union.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

___ \$35 one-year membership & subscription to *Convoy Dispatch*.

___ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

___ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

___ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Hoffa VP Barred from Taking Office

The Election Officer has barred J.D. Potter, Hoffa's Southern Region Vice President running mate from taking office because he illegally donated \$5,000 in excess contributions to the Hoffa campaign and then concocted an elaborate story to cover it up.

The Election Officer imposed an \$11,000 fine on Potter for the violation and ordered the Hoffa Slate to pay the amount of the \$5,000 contribution to the Election Office.

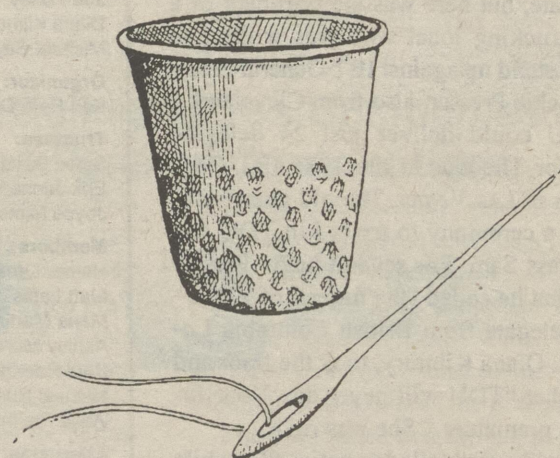
The decision would allow Hoffa's General Executive Board to appoint someone to the post. TDU and numerous members in the South have called for an election in the Southern Region to fill it.

Potter, who was charged by the Independent Review Board (IRB) on Dec. 18, claimed that he received \$5,000 in cash from the staff of his local and then obtained a cashier's check which he forwarded to the Hoffa campaign along with a personal check for \$5,000. Potter told federal investigators while under oath that he had kept the original \$5,000 in cash in the trunk of his car for over a year.

But when he showed them the cash, they traced the serial numbers on the bills and determined that many of them weren't even in circulation until a year after Potter claimed to have received them.

What new
Hoffa top
official said,
"What I know
about freight
you can put in
a thimble?"

See page 8 to
find out.



Sam Theodus, 1931 - 1999

A Part of Teamster History

Ken Paff

TDU National Organizer

Sam Theodus, a Teamster member and leader for 48 years, passed away on Jan. 12 at the age of 68. Theodus's career over the past 25 years was intertwined with the Teamster reform movement, and with our successes and setbacks in building a powerful, democratic Teamsters Union.

I met Sam Theodus in 1973, when we were both members of Cleveland Local 407. I was a driver for Shippers Dispatch, which later merged into Preston Trucking, and Sam then was an elected BA.

We met fierce, even violent, resistance from the union hierarchy, as I joined with Teamsters from various cities to launch TDU, which began in a fight for a decent freight contract in 1976.

The Cleveland Joint Council was headed by long-time organized crime tool Bill Presser, and later by his son, Jackie. Local 407 was headed by dictatorial leaders in the Presser-Hoffa mold. They worked with dirty-trickster Richard Leebove and other associates of convicted felon Lyndon LaRouche to attack us.

Sam Theodus was the one elected official of our local who would have no part of it. He backed us when we took on the issue of the Right to Vote on Contract Supplements, a right we finally won in 1991. Along with his friend Bobby Wenger, he campaigned against the old guard tactics officials were using to suppress members.

Theodus had been a member of a short-lived reform movement in the early 1970s called TURF, the Teamsters United Rank and File. Theodus admired TDU for sticking to principles instead of personalities, avoiding TURFs failures. But Sam operated as an individual. He would not join TDU, even as Teamster reform started to grow in the 1980s.

By 1986, Sam was the 407 president and I had left my freight job to work full-time for the rank and file movement. It was time for Sam to step out and help lead our fight for the Right to Vote on IBT officers. When we approached him to run against Jackie Presser for Teamster president, he was willing.

The low-key Theodus was an unlikely candidate, but here was the president of a large trucking local who was willing to calmly stand up against IBT General President Jackie Presser, also from Cleveland.

TDU could deliver just 24 delegate votes for Theodus at the 1986 IBT Convention in Las Vegas. The old guard conducted a ceremony to try to kill TDU and embarrass Sam. For several hours Presser held what he called "the funeral of TDU."

A delegate from British Columbia Local 213, Diana Kilmury, took the floor and stated that "TDU will never die. Your funeral is premature." She was right.

The old guard failed to notice that while only 24 delegates had the courage to stand at the mike and say "Theodus" to their

face, we had some 100,000 Teamster petition signatures outside in support of the Right to Vote.

Two years later, Presser died while awaiting trial for racketeering and hiring ghost employees.

In 1988 the U. S. Justice Department sued the IBT leadership for operating a Racketeer-Influenced and Corrupt Organization. TDU intervened in court and in public.

On March 14, 1989, we won the Right to Vote, with language on that issue that tracked the plan submitted by TDU. Teamster reform took a giant leap forward.

In 1991, a reform slate led by Ron Carey and including Theodus and Kilmury swept into office. Dramatic changes followed. Multiple salaries were slashed and over a hundred eliminated. The area conferences were abolished. Multiple pension plans were ended. Private jets and limos were sold. A new organizing department was launched along with departments to educate, mobilize and inform Teamsters.

Teamster reform was the labor success story of the 1990s. John Sweeney, the Carey-backed challenger for AFL-CIO president, won the election based on Teamster votes. A rank-and-file campaign won the UPS strike. The TDU model was working. And the old guard was angry, as were the employers.

The road to reform is not smooth. The bumps took a toll on Theodus, and he started to oppose reform. He refused to completely give up his multiple salaries. He opposed the abolition of the area conferences, a move that eliminated 62 multiple salaries.



Sam Theodus at the 1986 Teamster Convention where he ran against Jackie Presser for Teamster General President.

Now dispirited, Theodus wanted to run against Carey, but had no troops. So he joined the slate of someone he had no respect for: a second rate attorney with the famous Hoffa name. He turned against his own reform history and the tremendous gains he had helped to fight for.

But Theodus was never the puppet Hoffa wanted, and in 1998, Hoffa kicked Theodus off his slate.

Theodus, in the twilight of his Teamster career, rejoined the reform fight, but from the sidelines. He supported Tom Leedham in 1998. His last union efforts were devoted to going over the financial records of the Hoffa camp, identifying bogus entries, and submitting an election protest.

Sam Theodus was a friend, an ally, sometimes an opponent, but always a Teamster who wanted to make his mark.

Local 407, I'm proud to say, has consistently supported reform. In 1991, 1996 and again in 1998, Local 407 members delivered a big vote for reform and against the old guard.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Steve Baudo, Milwaukee Local 344
Erik Jensen, Minneapolis Local 320
Joyce Mims, Atlanta Local 728 spouse

Members:

Homer Lambert, Chicago Local 743
Matt Latzo, Baltimore Local 355
Maria Martinez, Pasco, Wash., Local 556
Ashley McNeely, Minneapolis Local 2000
Raul Rodriguez, Jr., Los Angeles Local 630
Michael Ruscigno, New York Local 802
Willie Smith, Columbus, Ohio Local 413

Alternates:

Robert Lloyd, Little Rock, Ark., Local 878
Alex Adams, Cleveland Local 407
Tom Sheibley, Brockton, Mass., Local 653

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.
TDU can be contacted by e-mail at: tdudetroit@igc.org
or on the World Wide Web at: <http://www.igc.org/tdu/>

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1998 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

UPS & Downs

Heck Reported to Be New Parcel Director.

Dick Heck, Secretary-Treasurer of Minnesota Local 638, is soon to be appointed IBT Parcel Director by Hoffa. Heck is notoriously pro-management. He refused to participate in the Feb. 7, 1994 over-70 strike. During UPS negotiations in 1997 he was an anti-strike voice on the national committee.

Rural Service Restored.

When UPS's new rates go into effect on Feb. 8, rural service will be restored to its previous level. Three years of growing use of the "rural remote" policy has softened shippers to extra charges for rural delivery. UPS will now charge \$1.00 per package for deliveries in certain rural zip codes.

Fancy Footwork by UPS.

In Jacksonville, Fla., UPS management has been on a footwear campaign, demanding that part-timers wear black-soled shoes. Safety first, right?

Wrong. Loss prevention, not safety is UPS's motivation. Management claimed Nike sneakers were being stolen. One Thursday UPS told workers they would not be allowed to work on Friday if they showed up in their regular footwear. A grievance was filed and is pending arbitration. The International union is handling the arbitration case. Meanwhile, a few members have come up with some creative ways to challenge UPS's silly policy, showing up for work in slippers, suede shoes, and wearing baby shoes around their necks.

New Orleans Members Fight Layoffs.

New Orleans center manger Greg Bodenheimer has laid off 15 drivers. Then on numerous occasions supervisors, and Brodenheimer himself, have run routes. Members are fighting back with grievances to end excessive overtime, and have gone to the NLRB to file charges against Local 270 President George Westley for failing to act to protect members' jobs.

Stuck In Sleeper Cab.

Members of Southern California Local 396 recently approved a contract amendment that alters sleeper bidding procedures and seniority rules from existing procedures. Sleeper drivers will now be on a separate seniority board from regular feeder drivers and work will be assigned in two separate classifications.

Members approved the plan because feeder drivers hoped to protect their jobs and seniority and prevent UPS from forcing feeder drivers into doing sleeper work. Unfortunately it imposes some poor conditions on sleeper drivers. If a full-timer bids into a sleeper job, he or she must remain in a sleeper for three years before returning to their previous full-time job.

A part-timer who takes a sleeper job must wait six years before bidding on another position. If sleepers are eliminated, part-timers who are laid off cannot return to their previous part-time job.

It also poses a new threat to feeder drivers' jobs. Feeder work can be piece-meal diverted into the sleeper loads. Then, when feeder runs are cut drivers can't follow their work unless they want a sleeper bid for a minimum of three years.

Greensboro Driver Fights for Safety.

Greensboro, N.C. feeder driver Beverly Calhoun has been with UPS nearly 29 years, and is a 28-year safe driver. He also cares deeply about highway safety.

Calhoun takes about an hour to make his set of doubles and conduct a thorough pre-trip inspection in accord with DOT regs. UPS allows only 32 minutes, and has been instructing him not to look under his trailers. They have even pre-inspected his equipment, and threatened to discipline the mechanic if he finds a defect.

Calhoun is fighting back, using the truck safety act that TDU worked to get into law. The Truckers Justice Center is taking his case before an administrative law judge. His steward and a former supervisor are slated to be witnesses on his behalf.

DIAD Don'ts — Avoid Unwanted Discipline.

If you do any of the following things with your DIAD you could get fired for falsifying records. UPS has terminated someone for each of these actions recently.

1. If you punch in late, don't change your start time.
2. Don't enter inaccurate times for lunches and breaks. You never know who might be watching you. Take your lunch break. Don't enter a break in your DIAD and then work it.
3. Never boost your stop count by splitting an air and ground package delivered to the same address as two separate stops.
4. Never sign for packages yourself. If customer can't or won't sign don't deliver the package unless a supervisor gives you a direct order to do so.
5. Never doctor your DIAD to avoid being caught for a late air delivery. The customer may call in to complain and you'll get caught.

UPS Management on the Defensive

Union Presents Case for Full-Time Jobs

In December the International Union presented our case for full time jobs to arbitration. The strong union case and documentation has put management on the defensive. UPS will respond on Feb. 24 and perhaps in March, then the arbitrator will rule at a later date.

At issue is the creation of 10,000 full-time inside jobs through combining some 20,000 part-time jobs. Our contract victory required UPS to provide the first 2,000 jobs by July 1, 1998, but the company stonewalled and forced the issue to arbitration. Management claimed that they could skip the first installment of 2,000 job, claiming that volume went down resulting in layoffs.

The matter became an issue in the IBT election campaign. Tom Leedham called for an aggressive campaign — like our 1997 contract campaign — to turn up the heat until the contract is enforced. Hoffa claimed he would win the issue, but did not indicate how. Now that Hoffa is set to take office, winning the overdue 2,000 jobs will be a major test of his leadership.

The Union's Case

Outgoing parcel director Ken Hall and union attorneys presented a three-pronged case to the arbitrator. First, the union presented documentation that volume actu-

ally went up from June 1997 to June 1998, and from July 1997 to July 1998. Profits went up as well.

Second, the union showed from the company's own records that there have not been layoffs. The company claims that any decrease in employment level is a layoff. But the union demonstrated that the contract term means employees placed on letter of layoff.

Third, the union showed that any reduction in work was not created by a reduction in volume, but was instead correlated with areas that instituted rural remote delivery or where efficiency increased.

Management now has to refute the union's strong claim or pony up the jobs.

By July 1 of this year a second installment of full-time jobs is due. UPS is not claiming any volume reduction this year.

Chicago Local 705 Continues Full-Time Jobs Fight

Following the Dec. 9 surprise strike that shut down UPS's Chicagoland operations, UPS has changed its tactics and has finally agreed to provide the union with information. The local can now request specific information to prepare for arbitration on the issue of hours worked by part-timers. The fight for jobs continues,

UPS Settles \$12.1 Million Discrimination Lawsuit

UPS agreed to pay \$8.2 million plus legal fees (\$12.1 million total) to 12,000 current and former employees in the West to settle a lawsuit over racial discrimination in promotions and route assignments.

The Jan. 15 settlement ends a two-year legal battle between UPS and the Oakland, Calif. chapter of the NAACP, which worked with UPS employees to bring the suit. During the legal battle, attorneys in the case narrowed the issues to include only discrimination over promotion to supervisory positions.

Rank and file reaction to this story is mixed. Most are happy to see that UPS is

paying out \$600 for each member affected. But \$8.2 million is a small sum to a multi-billion dollar company. And UPS has avoided taking responsibility for any wrongdoing, a sore point with members who spoke to *Convoy Dispatch*.

The issue of discrimination in route assignments that was originally part of the suit is not yet settled. The NAACP has accumulated volumes of testimony that shows racial bias in this area.

Most hope the lasting affect of this settlement is that by illuminating this issue more Teamsters will stand united for the rights of all.

Supreme Court Ruling Allows Companies to Pocket Employee Pension Contributions

In 1997, striking UPS Teamsters beat back the company's demand that UPS employees be transferred from Teamster pension plans to a company pension plan.

Last month, the Supreme Court showed the importance of that victory. They unanimously ruled that companies can use their pension surpluses for corporate purposes instead of to benefit employees, *even if the employees contributed their own money to the pension plan.*

Pension funds have generated huge surpluses from investment gains in recent years. While companies in multi-employer plans have continued to make required contributions, some running their own plans have stopped making contributions and pocketed the difference.

The court ruled that as long as companies pay retirees the benefits they are promised, they can use the surplus as they please.

ANR-Advance Teamsters Still Out In The Cold

"We feel like TNFNC has just hung us out to dry," said Local 26 vice-president and ANR-Advance Teamster John Reed, summing up the frustrations of his members. "When they pulled the strike line they abandoned us without strike benefits and without health insurance. We can't get unemployment benefits because it's a work

stoppage. We can't get health benefits because it's not a work stoppage. And when you call the Freight Division, nobody's there."

Pension Benefits

To make matters worse these Teamsters still don't know whether or not the

Central States Pension plan trustees will certify them to receive Class 18 pension benefits. The difference between Classes 17 and 18 would mean anywhere from \$500 to \$1,300 a month for many of these Teamsters. As it currently stands under pension rules, they would have to work 100 days for a signatory company to qualify for the Class 18 benefits. Due to their ages many of these Teamsters would find it difficult or impossible to be hired.

The pension fund trustees met on Jan. 20 to consider whether to exempt them from the rules, but were not able to reach a conclusion. They are now to meet with the fund actuaries on Feb. 17 to determine whether the fund will accommodate them.

In hanging tough against a concessionary offer ANR-Advance Teamsters did a great service for all NMFA Teamsters. If they had accepted the concessions they could have worked the two weeks necessary to qualify for Class 18

benefits, but would have set in motion the unraveling of the NMFA.

With this in mind it should be clear that the union and the Central States Pension Fund owe ANR-Advance Teamsters a debt of gratitude. More to the point, they owe them Class 18 benefits.

Lawsuit

Meanwhile, Chicago Local 710 members who worked for the pre-merger Advance are owed \$1.3 million in back pay. Prior to the Nov. 5, 1995 merger of ANR and Advance, ANR was under a 15 percent wage reduction plan while Advance employees were under a nine percent reduction. Upon merger the new company unilaterally imposed a 15 percent reduction on all employees.

An arbitrator ruled in the union's favor. The company appealed all the way to the Supreme Court and lost.

With the company scheduled to shut down in February members fear that management might sneak out the back door with their back-pay money.

Freight Lines

Did Mack Rig NMFA Supplement Vote?

Last year the Northern California Joint Council 7 Freight Supplement bargained by JC 7 president Chuck Mack was passed by just 24 votes. TDUs have now shown that the voting rolls were padded by more than 24 votes, perhaps considerably more.

Following a lead provided by retiree and TDU activist Bob Mattingly, the Election Officer found that Mack had illegally padded the rolls of his local with at least 28 retirees, predominantly former union officials. One of the bogus members was a Hoffa campaign worker who lives 500 miles from Local 70.

JC 7 freight Teamsters believe that 28 may be only the tip of an iceberg. A letter has gone to Mack demanding to know will be done about the supplement now that the ratification vote has been shown to be tainted.

Overnite Organizing Must Continue.

The organizing priority for all freight Teamsters, regardless of Teamster politics, is Overnite Transportation. In the past several years, for the first time, we have made tremendous progress and now represent thousands of Overnite Teamsters.

The rank and file organizing approach must continue: volunteer organizing committees of Teamster members, relying on Overnite employees' themselves to unite and win.

Recently Teamster officials, with Hoffa's blessing, made a deal with management in which uniforms are required and the wearing of Teamster emblems is banned.

Deal making will not win at Overnite. Continued grassroots one-to-one organizing of Overnite employees will win. Let's all pitch in to make it happen.

48-Hour Work-Week for European Truck Drivers.

After months of fruitless negotiations between truck driver unions and carriers, the Transport Commissioner for the European Union has issued orders to reduce hours that drivers spend on the job.

The 15 countries will have until the end of the year to write the legislation that will include language defining the drivers' duties.

Under the new rules, drivers will be allowed to work up to 60 hours in a given week, so long as the four-month average does not exceed 48 hours. Drivers will be required to take a 30-minute break after six hours of work and another 45-minute break after nine hours. They must get at least 11 hours of rest a day; night-time drivers will be limited to eight-hour shifts per day.

Within two years, trucks will be required to carry new electronic tachographs to track drivers' hours and vehicle operations, that are easier for enforcement officials to analyze.

Although the trucking companies are opposed to these changes, the Commissioner said these measures will "ensure safe, competitive, responsible transportation," while improving the quality of life for the truck drivers.

Readers should keep in mind that 80 percent of all European truck drivers are union members, and this was one of the biggest demands after three shut-downs in two years.

—Reprinted from *The Rank & File INFORMANT*

Local 449 Officials Help Yellow Freight Cut Road Work at Buffalo, N.Y., Terminal.

Local 449 has agreed to work rules that let Yellow shift road work away from Buffalo drivers. The changes will allow foreign drivers to pick up trailers in Rochester, Syracuse and other areas surrounding Buffalo. Formerly this work was done by Buffalo drivers.

A vote went in favor of the changes. But drivers questioned the outcome of the vote when every member but one said they had voted against the rule change. Despite this, Local 449 refused to conduct a new vote.

Concern About Hours of Service Revisions Government Regulators Found Tied to Trucking Industry

Who would believe that government regulators would be in bed with the industry they are charged to regulate? This is precisely what has been found to be happening between the Office of Motor Carriers (OMC) and the trucking companies.

Last year Rep. Frank Wolfe (R-VA) proposed transferring the OMC from the Federal Highway Administration (FHA), an agency primarily concerned with building roads, to the Federal Highway Traffic Safety Administration.

Critics have long contended that the FHA has far too cozy a relationship with the trucking companies at the expense of safety enforcement.

The effort to shift OMC jurisdiction failed in Congress. But how it failed is the real story.

It turns out the OMC worked hand-in-glove with the trucking associations to lobby Congress, draft letters and coordinate the trucking employers assault on Congress. After an internal investigation by the Inspector General's Office of the Department of Transportation they concluded that while this government misconduct did not warrant criminal prosecution, it clearly violated policy. The head of the OMC has been replaced and several other officials have been disciplined.

Given the undue influence the trucking companies have on the OMC and their parent agency, the Federal Highway Administration, rank and file truck drivers need to cast a wary eye towards efforts by these agencies towards revising the Hours of Service regulations.

Indianapolis City Drivers Bumped Off CF's Team

Consolidated Freightways wants its employees to think they are part of one big team with management.

On Jan. 27 CF president and CEO Roger Curry wrote in a letter to all employees:

"We are a team! Please don't talk about other team members in terms of labor and management — talk about them as team members. We must treat every team member with dignity and respect.

"We ... need some tolerance on behalf of every team member. If you have memories of being wronged in the past, forget it! ... If you are wronged in the future, assume it was not intentional, but only a

momentary lapse into an old habit."

Volunteers Lose Jobs

When the Midwest was hit with heavy snowfalls and hazardous driving conditions in January, three Indianapolis Local 135 city drivers proved themselves to be team players. They volunteered to take out weekend over-the-road loads in bad conditions.

Unfortunately these less experienced drivers lost control on the ice and were involved in accidents. CF fired all three (presumably with dignity and respect).

Perhaps the Team CF needs a better coach.

Carhaul Bargaining Opens

Union Demands Job Security

This is a critical time for Teamster carhaulers. On Feb. 5 our union put our bargaining demands on the table. We have just a few months before our contract will likely be settled.

We have new leadership in the IBT. Hoffa's team is about to take over officially and they've already been calling the shots, with the approval of Tom Sever.

The new Carhaul Director will be Carl "Doc" Condor, business agent in Kansas City Local 41. His boss, Local 41 president Phil Young, will be the Freight Director, so Young will in reality control both divisions.

If there was ever a time to be involved in our union, it's from now until our contract is settled.

Our number one issue is job security. That means we strengthen our contract and our union power in carhaul. Our 1992 contract campaign and our 1995 strike were to safeguard our contract and win some protections against double breasting. Thanks to those actions, our industry is still nearly 90 percent union, but the employers are constantly whittling that down.

The union has demanded a neutrality clause from the companies in organizing. We've demanded a stronger Work Preservation Agreement. We've got to win new protections and also build momentum to organize the industry 100 percent.

Pensions

Pensions are another key issue. We know we can match the benefit levels of the freight contract, but carhaulers are not satisfied with just matching. For example, carhaulers in the West want a true 25-and-out. We want full medical benefits with retirement.

We need to safeguard our income, with real wage hikes, not a bonus. The carriers, led by Allied, are going to try to introduce a two-tier contract to get new business with cut rates. Experience shows the dangers of a two tier: the full-rate business and wages will shrink and the cut-rate will grow.

We need to get rid of outdated competitive deals. We need to completely revamp and strengthen Article 48 in the Central-Southern Supplement that pits us against each other and costs jobs.

Many members think the most important union demand is to Article 7: the right to strike over deadlocked grievances. What good is a contract that is not enforced?

It's Up to Us

A good contract will not be won on a golf course in Florida. It will be won when the employers, and our union negotiators, see unified and determined carhaulers.

- **Make your voice heard.** We want job protections, pension and wage improvements, and no concessions.
- **Attend union meetings.** Make it known we want rank and file representatives on the bargaining committee. So far Hoffa has refused, but it's not too late.
- **Distribute *Convoy Dispatch*** for the duration of the contract period at your barn. Keep members informed. Contact TDU for updates and to give us feedback.
- **Be prepared to take action,** if necessary. Start putting aside some money or avoid taking on debts. Even now, it's not too early to get Ready to Strike stickers from TDU (100 for \$10). Let other carhaulers, the union and management know that we stand united.

Union Proposals on the Table

Below are summaries of some of the union demands on the table as bargaining opens for our new national contract.

Specific economic demands on wages, pensions, health & welfare including retiree coverage, and paid time off will be submitted later.

Article 2. Employers to remain neutral in union organizing drives.

Companies must bargain with Locals over Local Riders on issues such as dispatch procedures, equipment bids, zone rates, flat rates, shuttle, incentive, etc. If shipper transfers work to different employer, Local Rider remains in effect.

Article 3. Protections to end abuse of training programs.

Article 4. Employer shall provide a secure place for stewards to conduct union business.

Article 7. Right to strike over grievances deadlocked by national committee.

Add to Grievant's Bill of Rights that employer will, if possible, dispatch grievants and stewards to locations near grievance panel hearings.

Monetary grievance settlements shall be paid within 10 calendar days

or pay penalty of eight hours/day after.

Article 10. Extend funeral leave pay to five days; sick leave to 10 days.

Article 12. Employer may not use video cameras, tracking devices or other electronic monitoring to discipline or discharge.

Article 22. Joint committee to review all existing and new competitive. If committee deadlocks, the competitive is void. If a competitive is inoperative for 180 days, it is void. Local union may cancel competitive with 30-day notice.

Article 30. Equipment clauses tightened on air conditioning. Schedule for introduction of heated mirrors and wiper blades. Equipment must be capable of operating at the speed limit. Protection in case of changes in hours of service regulations. If uniforms required, 10-day supply must be provided, with uniforms made in America with Teamster logo. Other detailed safety improvements.

Work Preservation. Language to stop abuse of logistics companies by parent corporation. Further restrict double breasting.

Proposals have also been submitted for all contract supplements.

Threats to Rank & File Power

Carhaulers Demand Rights

As the new Hoffa administration takes office, we need to be vigilant to protect the rights of carhaulers as stand together for a good contract. Here are four key issues that Teamster carhaulers need to stand up for:

Get Our Negotiators Off the Golf Course. New Carhaul Director Doc Condor arranged for the national grievance panel and the opening of bargaining to take place at two (!) fancy resorts in Florida in early February.

That's nice for the top officials who want to golf with management, but wastes our union's money and sends the wrong signal about our contract.

We urge all carhaulers to make your views known: move the bargaining off the resort golf course and into either our union headquarters or a unionized hotel in a carhaul local area.

Rank and File Voice on the Bargaining Committee. Out-going Carhaul Director Doug Webber proposed that rank and file representatives be on the national bargaining committee and on all supplemental committees. But Hoffa and the new director have so far allowed none.

Send them a message, that we want a rank and file voice in the bargaining, as UPS Teamsters had in 1997. And we want

two-way communication with our bargaining committee: a united, informed membership will stand behind our union.

Protect Drive-Away's Right to Vote. The Hoffa leadership has made noises about abolishing the drive-away supplement to the national contract, which covers about 1,000 drive-away Teamsters in the Eastern, Central and Southern regions.

They want to eliminate the supplement to deny drive-away Teamsters the right to vote, the right to reject their supplement. That's exactly why we will fight to protect that right.

TDU wrote the language in the IBT Constitution on the right to vote on supplements. We fought to get it enacted. Now we will fight to make it meaningful by preserving this supplement.

Watch Out for the Multiple-Salary Crowd. The Hoffa leadership has made a number of appointments, ratified by Tom Sever, to the bargaining committee. So far it is top heavy with the multiple-salary crowd, many of whom are known for their sell-outs.

Many carhaulers are concerned that J.D. Jackson, removed a year ago as acting Carhaul Director, is now back in the center of things. Jackson made too many deals with Ryder and other carriers.



TDU members and Tom Leedham Rank & File Power slate supporters gathered in Fremont, Calif., on Jan. 30 to celebrate the rank and file campaign effort that won 12 Northern California locals for the Leedham slate. Tom Leedham joined 130 adults and lots of children to share food and musical entertainment provided by working Teamsters. The celebration was sponsored by the East Bay TDU chapter.

Gearing Up for the Future

Nearly 100 reform activists from the U.S. and Canada met in Detroit January 23-24 to analyze the International Union election results and plan for the future.

"With Hoffa's victory, we've suffered a setback," said TDU Co-Chair Dan Campbell. "But the reform movement has been tested before.

"We lived under Fitzsimmons, Williams, Presser, and McCarthy. We know how to reach out and build even in the tough times."

As Hoffa prepared to take office, Teamster activists made plans to strengthen our fight for a strong and democratic union. Members committed to:

1. Start Early on Delegate Races in 2001.

In order to set the agenda at the next International Union Convention in 2001, TDU activists are planning for delegate elections now. We'll run slates of delegates in at least 200 locals.

2. Build Circulation of *Convoy* and *¡Adelante!*

More Teamster members than ever read *Convoy Dispatch* during the last campaign, helping to make reform issues central in the election. We'll continue to spread our reform message by increasing *Convoy's* distribution by 50 percent, along with improving the circulation of our Spanish-language publication, *¡Adelante!*

3. Encourage More Members to Join TDU.

We have to keep recruiting new Teamsters to join TDU and increase our membership base to keep TDU strong and well-funded.

4. Build Strong TDU Chapters.

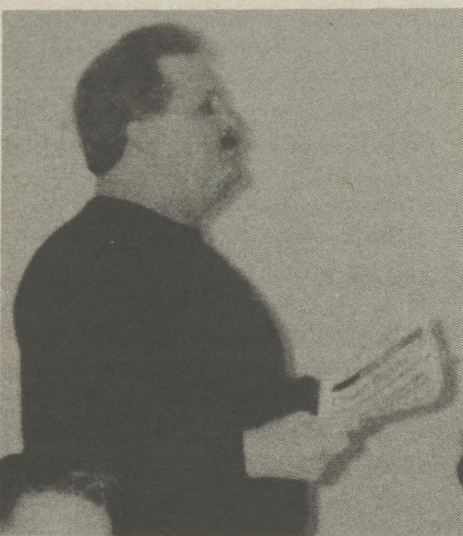
Our reform movement is stronger where we have TDU chapters to organize activities and reach out to Teamster members. This year, we'll work to build new chapters and strengthen existing groups.

5. Provide More Education and Training.

Members who are educated about their rights on the job and in the union are more likely to stand up for reform. We will expand our education programs this year and reach out to offer at least one program in every area of the country.

6. Plan for the Future.

With Hoffa set to take office, TDU's role in leading the fight for reform is more important than ever. We'll work with members from coast to coast to make local plans to meet our national goals and build reform.

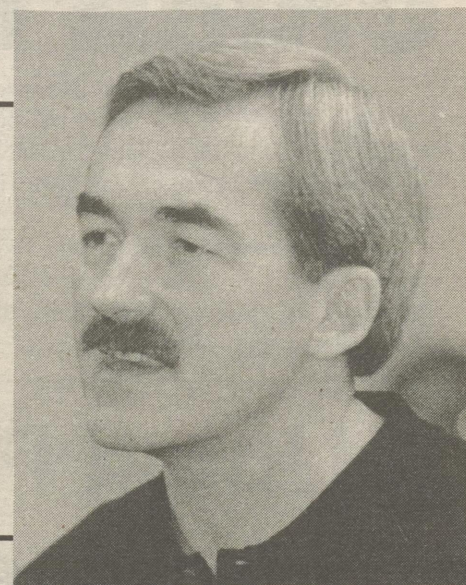


"*Convoy Dispatch* is the best tool we have for reaching out to Teamsters and making sure they know the truth about what's going on in our union. In the Bay Area, we're targeting large shops in key locals and distributing *Convoy* to more members. In some areas, we're using *¡Adelante!* instead. I'd like to see TDU members around the country do the same thing."

—Bob Blanchet
Local 287, Airborne
Express

"I know how important TDU was in our campaign. That's why I want to make sure the Teamster reform movement is even stronger next month, next year, and in 2001."

—Tom Leedham
Local 206 Secretary-Treasurer
Portland, Ore.



What Can You Do To Build Reform?

- **Distribute *Convoy Dispatch* or TDU's Spanish-language newspaper, *¡Adelante!*** To order a "bundle" to pass out to your coworkers, call 313-842-2600.
- **Talk to other Teamster members about joining TDU.** Our movement is stronger when we have more members actively supporting reform. Often recruiting new members is as simple as *asking people to join.*
- **Attend or sponsor an educational workshop in your area.** Members are more likely to support reform when they know their rights on the job and in the union. To find out what programs are available, request a brochure from the national office.
- **Start planning for upcoming elections now.** Some delegate elections are less than two years away. Key local union races will be held this fall. Building a successful campaign is easier when you start early. For more information about running for office, see the article on the back page of this issue.
- **Help build a TDU chapter in your area.** Could regular meetings and activities help reform-minded members in your area get better organized? Call the TDU office for help in setting up a chapter.

TDUers Leaflet Northwest Passengers

Bob McNattin
Local 120, Murphy Warehouse
Minneapolis

At TDU's national leadership meeting in Detroit, where we discussed issues at hand, members decided solidarity was in order. After dinner, we went to the airport with flyers in-hand. After we passed through security, we handed leaflets to passengers waiting for flights delayed for lack of crews. It was exciting to see all these Teamsters wearing our jackets and on a mission to spread the word in support

of the flight attendants.

Most people were pleased to get the flyers and shared them with others. There were many security people talking to their wristwatches, but it was all over before they could do anything about it. We marched our way through the terminal shouting, "Teamster! Power!"

Sunday afternoon, when we boarded our planes to return home, Northwest Flight Attendants told us they heard about our little demonstration and were grateful for our support.

Where Would We Be Without TDU?

Dan Campbell
Local 705, Chicago

What would the Teamsters Union look like right now had there never been an organization called TDU?

The 1986 Teamsters Convention, held in Las Vegas, saw then Teamsters General President Jackie Presser carried into a party by body builders dressed like gladiators. That single party, one of three huge extravaganzas held during that convention, cost Teamster members \$600,000. That same year, the General Executive Board held a meeting in Hawaii. The cost to members: \$250,000.

The union owned and maintained condos, limos, and private jets — all for the private use of top officers. In the early '70s, then General President Frank Fitzsimmons once sent one of those private jets from a golf outing in California to Washington, D.C., and back while he waited in the lounge. The reason — he had forgotten his favorite set of golf clubs!

Prior to 1976, the Central States Pension fund was routinely looted by people like former Hoffa Jr. business partner Allen Dorfman to provide money for the mob to build casinos in Las Vegas. Union pension trustees boldly announced that they were backing a management proposal to hold down benefits to achieve "full funding," something that sounds much better than it is. All of this while top officers awarded themselves two, three, four or more multiple pensions.

Contracts were negotiated in secret.

Quick votes were held with no time for members to even see the proposals. Two-thirds of the members could vote "no" on a proposed contract and it would still be declared passed. There was no such thing as rank and file contract campaigns.

The IBT Organizing Department was a joke. Of the 56 International reps and organizers on the payroll in 1990, 36 had other full-time union jobs. The union's membership dropped by 600,000 members during the late '70s and '80s.

The union stood by while freight companies opened nonunion double-breasting subsidiaries undercutting union jobs. Carhaul companies began to do the same.

At the union's top Teamster employer, UPS, a deal was made to allow the employer to devastate full-time jobs, allowing the company to raise the ratio of part-time employees to a staggering 60 percent of the total workforce. And a two-tier wage scale was negotiated, permanently stranding thousands of part-time employees at a starting rate of \$8 per hour.

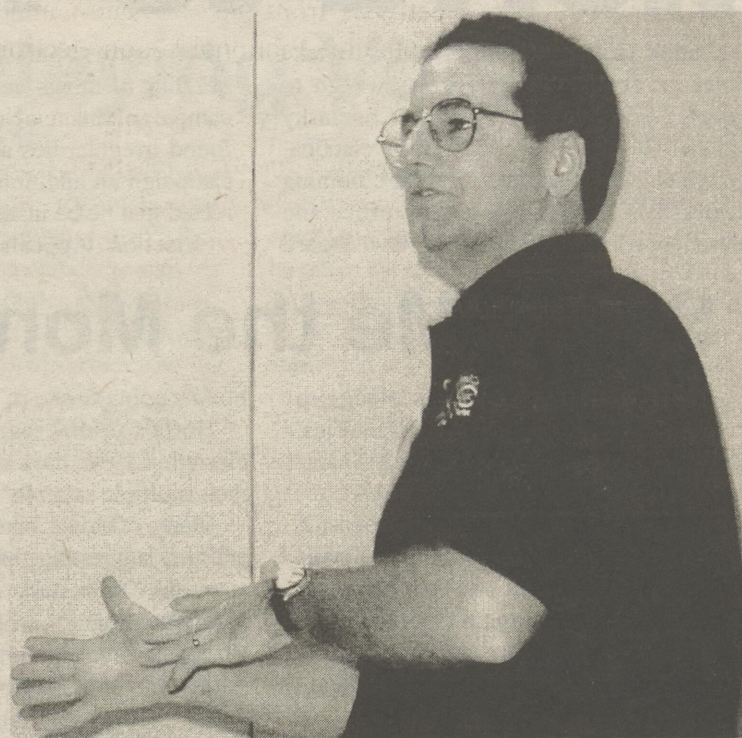
Right here in Detroit, reform candidate Don Stone defeated old guard kingpin George Vitale only to be barred from taking office. A new election was ordered and Vitale was allowed to remain in office and conduct the rerun, which he won. Who was Vitale's lawyer? Hoffa Junior.

TDU has led the Teamster reform

movement and helped fight for a better future for members. We've accomplished a lot. But what about now?

Hoffa will take office soon, and he has certain expectations on him. They are high. Look at his "Bill of Rights" in the October/November 1998 *Teamster* magazine. Remember his campaign promises.

The vast majority of members who voted for Hoffa and his crowd are not fools. They're not crooks. They're not greedy officials. They are regular members taken in by the blizzard of negative propaganda against Ron Carey and the promise of more power, better contracts, and improved pensions made by Hoffa and his supporters. They are members looking for a stronger union — and all they heard was Hoffa's false message to "rebuild the power." We simply ran out



Dan Campbell speaking at the National Planning Meeting in Detroit.

of time during the last campaign to reach them with the truth. We'll have more time next time because we're starting today.

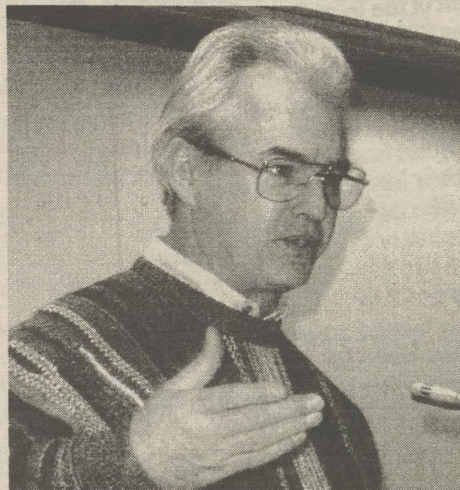
It is up to us now to chart our course and go forward. So let's get to work on the future of reform.



"Our goals in Central Florida are to continue building the reform movement at companies with national contracts and to reach out to Teamsters who work under white paper contracts.

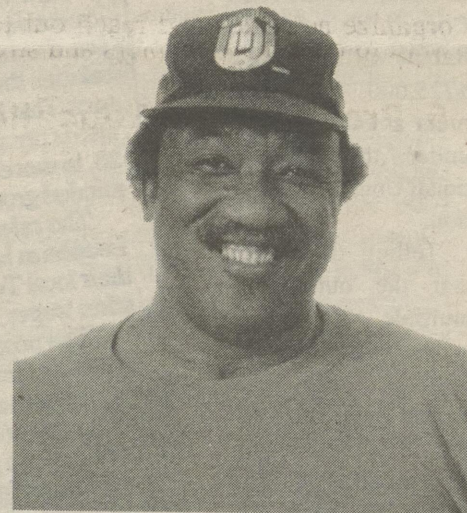
"While we were out campaigning we met people who didn't even know who their business agent was. We have to reach these members with *Convoy* and with information about their rights."

—Paula Mullins (seated at right in Florida planning session)
Local 385, UPS
Orlando, Fla.



"We formed a TDU chapter just over a year ago, and we're working to build our membership and promote reform here by providing education and training for members. That's why we're planning a second TDU educational conference in the D.C./Baltimore area this spring."

—Bill Gibson
Local 96 Recording Sec.
Washington, D.C.



"Now that the election is over, Hoffa and other old guard officers are setting their sights on TDU. They want to hurt the reform movement because we're the only thing standing in the way of their grip on multiple salaries, multiple pensions, perks, and jobs for life. But we know how to stand strong. I say if they're not attacking us, we're not doing our job."

—Homer Lambert
Local 743
Rush Presbyterian
Chicago

Election Officer Certifies Election

Hoffa to Take Office

James Hoffa Jr. is set to officially take over as Teamster president as we go to press. Election Officer Michael Cherkasky on Jan. 29 issued a report on the election, in which he barred one of Hoffa's running mates, J.D. Potter, from taking office and noted the Independent Review Board

(IRB) charges against two others for embezzling members' money and falsifying campaign financial reports. Cherkasky found irregularities and fined the Hoffa campaign an additional \$16,000, but directed that he be installed in office.

Election Appeals Master Kenneth

Conboy will now review the EO's decision. If he does not reverse it, Hoffa will be installed in office.

Hoffa already has been occupying the General President's office and generally directing union affairs, with the approval of Tom Sever. For example, Hoffa and his team picked a fancy Florida golf resort as the site of the February national carhaul negotiations. During the Carey administration, negotiations were conducted at our union headquarters, not at golf courses.

Potter bested TDU members Mike McGowan and Doug Mims by just 1,000 votes. TDU has suggested that an election be held to fill the now vacant Southern Region vice president position, rather than letting Hoffa appoint someone. A number of members in the South

have written to the authorities with the same idea. (See story on Potter charges on front page.)

The Election Officer did not yet certify the results of the election for two Canadian vice presidents, due to an on-going investigation. The winners there, who ran on the Louis Lacroix Teamsters Canada slate and defeated the Hoffa slate candidates, await certification.

The Leedham Campaign and TDU have called upon the IRB to move forward on stalled investigations into Hoffa, his Detroit cronies, and his running mates. Three Hoffa running mates currently have IRB charges pending. The head of Hoffa's transition team, Carlo Scalf, is being investigated. Hoffa himself was involved in the same scheme that led to charges against running mate Tom O'Donnell.

'Show Me the Money!'

What happened to Hoffa's pledge to "cut and cap" International salaries, touted at the '96 Convention, in his campaign literature, and on his web page.

Instead of cutting International vice president's salaries to \$50,000, and instituting a \$150,000 cap on total aggregate salaries of all International Union officers and staff as he promised during the campaign, Hoffa will allow top union officials to rake in up to \$225,000 per year.

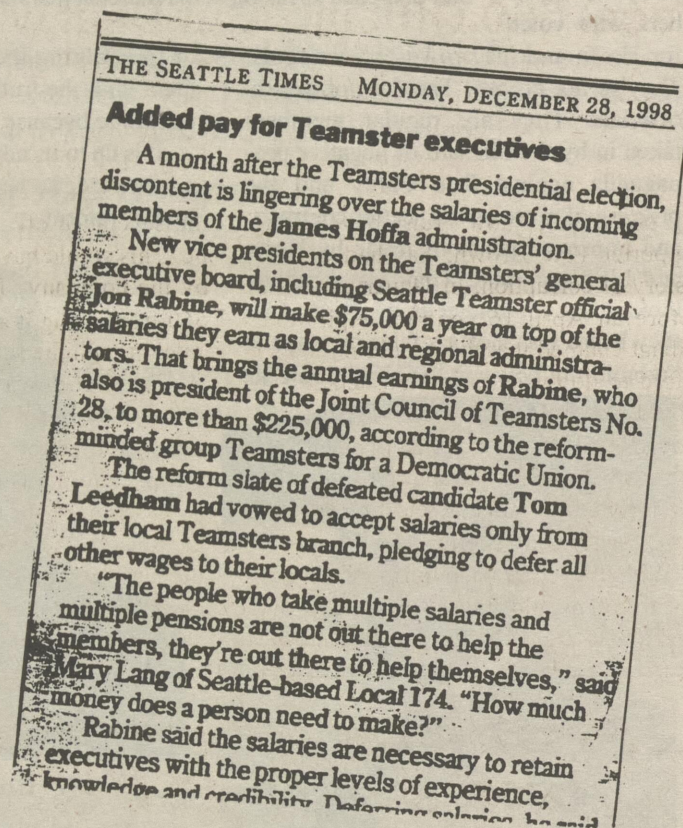
The *Seattle Times* reported on Dec. 28 that International Vice President Jon Rabine will take a \$75,000 salary from the International Union in addition to the salaries he is paid as president of Local 763 and Joint Council 28 in Seattle. Rabine will now make \$225,000, the maximum amount allowed under the International Union Constitution.

Telling the *Times* that the outrageous multiple salaries are necessary to retain executives with the proper levels of experience, knowledge, and credibility, Rabine said, "We're going to be up front with what we do and every-

body's going to see it."

Hoffa's central region vice presidents, elected in 1996, have refused so far to cut their multiple salaries.

Many officials who supported Hoffa are also suggesting that Junior may reinstate the Teamsters Affiliates Pension Plan. The program, which provided an extra pension for union officials at a cost of millions of dollars per year to Teamster members, was discontinued by Carey in 1994.



More Top Officials Named

Parcel (UPS) Director: Dick Heck

As secretary-treasurer of Minneapolis Local 638, Heck tried to prevent UPS members in his local from getting information or participating in the contract campaign in 1997. He also refused to honor the union's one-day safety strike at UPS in 1994. Heck's first big task will be ensuring that UPS delivers on the full-time jobs it agreed to after the strike and stopping the company from subcontracting Teamster work.

Freight Director: Phil Young

As president of Kansas City Local 41, Mo.-Kans. Conference president, JC 56 president, and a Hoffa Slate Vice President in the Central Region, Young cur-

rently takes four salaries. This appointment will put him in the \$200,000 club. Young secretly met with top UPS management on the eve of the company's announcement that it would not create 2,000 full-time jobs in 1998. A big challenge for Young will be to continue the successful drive to organize Overnite.

Carhaul Director: "Doc" Condor

A business agent in Kansas City Local 41, Condor will head negotiations for the national contract which expires May 30. His first moves were to hold the first contract bargaining sessions at a fancy resort in Florida and to refuse, so far, to allow rank and file representatives on the carhaul bargaining committee.

Hoffa Attorney Advises Joint Council to Rerun Election

What If the Wrong Guy Wins?

Did you know that prior to 1991, when reformers won local union elections the results were often overturned by Teamster joint councils or the International? Challengers often had to win twice to take office.

With old guard officials back in power in the International Union, that assault on democracy is on it's way back — unless we stop it!

Take the case of Local 71 in Charlotte, N.C. Members voted in December to oust their local officers, electing a slate headed by former local president Sam Carter.

Now Carter is no friend of reform, but he still wasn't the pick of the old guard officials like Local 391 President Jack Cipriani who run Joint Council 9. So when the joint council heard the incumbent's election appeal, the officials invented reasons to overturn the election,

despite the lack of any evidence of violations.

For example, Joint Council 9 decided that a rerun was necessary because the incumbent's failure to update the local's mailing list and their choice of an Election Officer to oversee the balloting caused the incumbents to lose the election. The incumbents hadn't even argued that point in their appeal!

What law firm represents Joint Council 9 and prepared the sham decision? Baptiste and Wilder. That's the firm that employs Hoffa's newly appointed General Council Patrick Szymanski.

Carter has appealed the joint council's ruling to the General Executive Board. TDU will be watching this case — and upcoming local union elections — to make sure all members' democratic rights are protected.

Hogans Erase Democratic Bylaws

A pack of Hogan loyalists filled a VFW hall on Feb. 1 for a Chicago Local 714 meeting to take democratic reforms out of the local's bylaws. Elected stewards, reports on finances to members, and fair officer election procedures were ripped from the bylaws with a voice vote in a room filled with people who owe their jobs to the Hogan family.

The Hogan family has controlled Local 714 for decades. Secretary-Treasurer Bobby Hogan is the son of Billy, Hoffa's first choice for the number two spot on his ticket. Hogans who were removed from office during the trusteeship are back on the payroll. Former president James Hogan is now the administrative director, a position that was created to give him a job. It comes with a \$1,500 dollar a week salary and a union car.

The Hogans face numerous charges at

the IRB as well as a federal lawsuit filed by reform members over abuse of the local health and welfare fund. "We have learned from this battle that the members will have to take this local back shop by shop," said Jerry Braun, a member of the Proud 714 TDU caucus that led the fight to protect their bylaws. "We certainly can't wait for someone in Washington, D.C., to take care of the Hogan's for us, we will have to do it."

Who Said That?

Who said, "What I know about freight you can put in a thimble?"

Junior Hoffa's new chief of staff, banker Tom Pazzi, admitted how little he knows about Teamster industries with that quote in an article in the *Chicago Tribune* on Dec. 22.

Vote Now Likely by Mid-February

Hoffa and Sever Risk Further Kroger Outsourcing By Delaying Vote

A difficult situation, aggravated by foot-dragging on the part of Tom Sever and president-elect Hoffa, continues to unfold at Kroger.

On Jan. 4, 1999 the Teamsters National Negotiating Committee met with Kroger. A tentative agreement was reached. Kroger announced that the offer had to be voted on and ratified by Feb. 1, or they would proceed with further outsourcing plans. The offer was reportedly superior to the agreements being reached by individual locals with spun-off divisions of Kroger.

In mid-January Hoffa, Tom Pazzi and Carlos Scalf met with committee co-chair

Scot Wilkins about Kroger. Hoffa and his team took the need for a vote "under advisement" and suggested only that further negotiations be scheduled.

On Feb. 1, the IBT missed the deadline for voting on the offer. As we go to press, reports indicate that a vote is now likely and could take place by Feb. 15.

Unfortunately, Sever has undermined the negotiations on the national level. Hoffa supporters have done the same on the local level.

Aggressive Campaign Shut Down

In the spring of 1998 Tom Leedham kicked off a national campaign to stop Kroger's outsourcing and win a solid master agreement. Sever cut resources for the campaign and interfered in bargaining. Hoffa-supporter Ken Hilbish also fought the call for coordination and a campaign.

Kroger started outsourcing. Some areas took significant losses during the spin-off.

In Atlanta Local 528, headed by Hilbish, members lost retiree health coverage entirely. They also took a big hit on wages and lost Central States pension (warehouse). Ruan got broad management-rights language, expanded two-tier and axed warehouse workers'

right to honor picket lines.

"We had the power and could have done much better," one Atlanta Kroger member reported. But after a one-day strike Hilbish urged members to call off the strike. Putting politics before unity, Hilbish told members — in an outright lie — that Leedham had ordered the local to end the strike or else be placed in trusteeship. Leedham did not make any such order, nor does he even have the power to trustee a local.

Hilbish also refused to allow members on the negotiating committee and conducted a contract vote without giving members copies of the contract changes.

Other areas have put up stronger fights and won somewhat better agree-

ments, but still got hit hard. In Roanoke, Va., members narrowly approved a contract by a 74-71 vote. They got Central States medical, kept their pension, but lost in other areas including retiree insurance for warehouse members.

Without a smart, aggressive national strategy it will be impossible to win against corporations like Kroger. For years now old-guard Teamster officials have fought against regional and national coordination of grocery members.

Whatever the future holds for Kroger members, it will depend on rank and file unity and action. Without coordination from the IBT we need to build our own rank and file action network. You can start today by joining TDU.

Dairy Conference Takes Hawaiian Vacation

Beautiful beaches, palm trees, and piña colodas. Doesn't sound like dairy country, does it?

Then why is Hoffa Central Region VP Fred Gegare, director of the International's Dairy Conference, planning to hold this year's meeting of Teamster officials representing dairy workers at the Sheraton Maui Kaanapali Beach Resort on the Hawaiian island of Maui?

Maybe it's the only place Gegare could think of to top last year's destination: Alaska.

No Free Rides:

New Attitude in Sikorsky Aircraft Talks

Contract negotiations are underway at Sikorsky Aircraft. The contract, which covers nearly 4,000 Teamsters in Connecticut and Florida, is one of the largest Teamster agreements that will be negotiated this year.

Local 1150's bargaining team is being headed by the Reform Team, a new local leadership elected by the members last fall, but apparently Sikorsky management expected more business-as-usual.

For example, management thought nothing of revealing to the new union negotiators just how scripted the bargaining process had been in the past. At the opening bargaining session, management announced the date that they planned to give their final offer! (If the company expected actual bargaining in good faith, then how could they know in advance when that bargaining would run its course?)

Even more outrageous, management offered the union negotiating team free use of Sikorsky's corporate jet to fly down to Florida to hold the ratification vote. (How would you feel if you saw your contract negotiators step off the corporate jet to recommend a yes vote on the

company's offer?)

To the company's surprise, Local 1150's new leadership isn't simply jumping through the hoops held out by management's negotiators. The Reform Team turned down the free rides on the corporate jet and management's bogus bargaining schedule. Instead they're organizing a rank and file contract campaign to win a good agreement.

The contract campaign began with a bargaining survey so that members could determine the union's bargaining priorities. The outgoing Local 1150 leadership tried to block the survey by threatening Reform Team leaders with bogus internal union charges (which they later dropped). Some old guard-allied stewards even told members not to fill out the survey. Nevertheless, 2,200 members returned the surveys through a member-to-member distribution network.

Members are now wearing contract campaign buttons that read "Achieving Contract Excellence," a play on words on the company's ACE program, management's pet program for increasing "competitive excellence."

This is Teamster Power?

Local 560 Officials Cut Deal with Alliant

Two hundred Teamster jobs and a good contract are down the drain, thanks to a deal worked out between Alliant Food Service and New Jersey Local 560 officials.

Local 560, now run by Hoffa-supporter Pete Brown, has had a long history of corruption. In January, months before an April 16 contract expiration, Alliant claimed that they could no longer afford to do business in New Jersey and would be closing their facility in November 1999. The company planned to continue servicing the market, but from Pennsylvania or another location, paying lower wages and benefits.

With the contract expiring in April, Local 560 would have been in a prime position to fight. Instead, they forced a

membership vote on a small severance pay agreement. When members questioned the deal, Pete Brown and Local 560 BAs Mike Arsi and Gordon Scott told them the company would pull the severance off the table if they voted no. This would have been an illegal move by the company. That didn't stop Local 560 from using it against the members to ram through the sell-out.

The shut-down agreement included a promise by Local 560 that there would be no picketing, boycott activity or other sympathy protests related to the closing.

A strong fight could have saved jobs or won a better severance arrangement. At the least, it would have sent employers a clear message that the Teamsters will not stand for the loss of good jobs.

Frito-Lay News From Up and Down the Street

Beware of Bulk 24.

Every bargaining round Frito-Lay pushes Teamster delivery drivers hard for some new language. Several years ago it was snack-cake language. Now it's Bulk 24 and the restructuring that stems from it.

Over a year ago Frito won Bulk 24 in the Michigan Local 337 contract. They have yet to start the new operation, and are likely to miss a target date of August (tied to the opening of a new warehouse) according to management sources.

But this hasn't stopped management from reworking routes in anticipation of Bulk 24. As a result, many members have suffered bad changes to their routes without the right to bid. Members in areas still negotiating Bulk 24 language should be aware of this problem and demand protections such as dates of implementation and limits on restructuring unless tied to an open bid.

N.Y./N.J. Contracts Show Need for Coordination, Mobilization.

New contracts covering Metro New York and Northern New Jersey are now completed. While members gave Frito a run for their money, the agreements generally follow the pattern set in other negotiations. Breaking the pattern will take a two-pronged strategy. We need to build unity with an aggressive member-to-member field campaign, and we need regional and national coordination that translates into joint actions that challenge Frito.

Bylaws Reform Campaigns

Members Organize for More Say in Their Union

Maria Chavez wants a voice in her contract negotiations.

Byron Doss wants the right to elect his union steward.

Vince Rivera wants a fair chance to participate in his local union elections.

These three Teamsters have two things in common. They want change in their local union, and they're doing something about it.

Chavez, Doss, Rivera and other members like them across the country are organizing with their co-workers to change the bylaws of their local unions to expand members' democratic rights. Bylaws are the constitution of the local union. They set the rules that define the rights and responsibilities of local officers and members.

Bylaws can be amended by a vote of the members (in most locals two-thirds is required to pass), usually after being read at two consecutive union meetings. In many, but not all, locals changes to the bylaws have to be proposed at the January union meeting.

Local 89: Local Election Reform

Local 89 members are campaigning for reforms to their bylaws that would make it easier for members to participate in local union elections.

Currently local elections are held in December, peak season at UPS, which makes it virtually impossible for UPS members to participate in a meaningful way.

"We're proposing that the election be held in October so all members can participate," said UPS air hub worker Vince Rivera. "We're also proposing that the local hold mail ballot elections to make it easier for members to vote and have their voice heard."

Local 97:

Restrictions on Officers' Raises

Local 97's officers have proposed that they receive pay increases at three consecutive general membership meetings. The top two officers are each seeking increases of \$50,000 or more a year!

Each time, the members have voted against the increases.

"We need more representation, not

higher salaries for our officials," said Eduardo Morales, a steward at White Rose grocery. "Because we work second shift, many of us had to lose half a day's pay to come to a meeting and make ourselves heard. But they keep coming back and proposing raises for themselves again and again."

Tired of having to fight their officers at every meeting, members are proposing a change to the bylaws. If passed, the officers will only be allowed to request salary increases one time per year.

Locals 166 and 251: Elected Stewards

Members in Southern California Local 166 and Rhode Island Local 251 have proposed that members elect their shop stewards instead of having them appointed by local officers.

"Our wages, benefits and working conditions depend on having a strong union," says fire fighter Byron Doss. "We need stewards who will increase communication and do things to get members interested and involved."

Local 556:

More Say in Contract Negotiations

The 1,200 members who work at Iowa Beef Processing in Pasco, Wash., head into contract negotiations this spring. They have proposed two bylaws changes to give members more control of the bargaining process.

The first change gives members the right to elect rank and file representatives to their negotiating committee.

The amendment makes the negotiating committee responsible for "keeping the membership informed during the bargaining process by meetings, bulletins, and/or other means" and "uniting and mobilizing the membership, and when necessary, community support, to support the union demands."

"We want these changes because we want rank and file members on our bargaining committee, workers who have to live under the contract and who want to improve our job and expand our rights," said Iowa Beef worker Maria Chavez.

To ensure a fair contract vote, mem-

bers have proposed a second amendment that gives members a minimum of 48 hours to review in writing all changes to the contract before a ratification vote.

Local 912: Right to the Contract in a Language that Members Understand

For many Local 912 members who work in the food processing industry in Watsonville, Calif., Spanish is their first language. Having their contract and bylaws in their language would strengthen members' ability to enforce their rights in the workplace and in their union.

"We want a change to require our local to translate our contract and bylaws into Spanish. When we know our rights, we will be stronger in the plant and in the union," said America Avila, an employee of Del Mar Foods.

Local 912 members are also proposing a change that would allow bylaws amendments to be introduced in June, when the vast majority of the local's seasonal food processing employees are working and more in touch with their union.

Local 938:

Officer Guns for Members' Rights

Not all bylaws changes that are being proposed will give members more democratic rights. President Ray Bartolotti of Local 938 in Ontario, Canada, promised progressive bylaws reforms when he ran for office last year. Now he is proposing

Northwest Flight Attendants

Tired of Talking, Thinking of Walking

Northwest Flight Attendants are getting restless with the company's stalling at the bargaining table. The local's leadership says they are "far apart" from the company in achieving an acceptable contract offer and are moving in the direction of taking a strike vote.

In January, Local 2000 president Billie Davenport and the union negotiating team spoke to membership meetings about the status of talks and told members they need to show Northwest they are willing to strike for the contract they deserve.

Another round of mediated talks is underway during the first two weeks of February. All items have been opened in the contract, but the company has not offered its proposals on the major issues of job security and compensation.

"Their counter-offer on retirement was an insult," says Anne Toombs, Local 2000 officer and national coordinator of their contract campaign. While Northwest executives retire on \$50,000 a month, flight attendants only get \$1,000 per month after 30 years. They intend to fight for a percentage increase like the pilots have.



"We want these changes because we want rank and file members on our bargaining committee, workers who have to live under the contract and who want to improve our job and expand our rights."

—Maria Chavez, Local 556

a series of changes that would predominantly consolidate power into the principal officer's hands, namely his own.

"Our local president is trying to make a power grab by gutting our bylaws," said Local 938 member Dave McPherson. "Local 938 members don't want to write him a blank check. We can put a stop to this by voting no at our March membership meeting."

Flight Attendants are now gathering petitions to deliver to management. The petition's message: "We don't want to cause CHAOS, play HAVOC, or strike—but we will—if it's the only way we can get a fair contract." David Cave, a contract campaign coordinator at the Minneapolis base, says, "We've seen a 180-degree turn here in the last nine months with the membership in terms of solidarity. Flight attendants are excited to show the company that we have unity."

The larger bases have set up phonebanks to reach all members and educate them about a strike authorization vote. Meanwhile, flight attendants are wearing all black to their Annual Recurrent Trainings (required of all flight attendants) to show they are fed up with two-and-a-half years of waiting for a decent contract.

Detroit-based Flight Attendant, Kamille Karlson, says, "I'm looking forward to receiving a strike authorization ballot in the mail so I can mark it yes! I know a lot of other flight attendants feel the same. We have to show the company we're not afraid to strike. That's the best way to prevent one."

Buffalo Reformers Beat Back Harassment Libel Suit

"This is the best Christmas present ever," Local 449 member Jack King said after hearing that a New York State Supreme Court Judge had dismissed a libel suit filed against King and seven others by Local 449 Secretary-Treasurer Bruce LeRoy. LeRoy filed the suit two years ago during an election in which he was challenged by the reform slate.

This is not the first time members have successfully fended off such suits. Detroit Local 243 members got a similar suit thrown out of court in the early 1990s,

and won restoration of all their legal fees.

Free speech rights are protected under Title I of the Landrum Griffin Act. Union members have a right to "express any views, arguments or opinions" about any matter involving the union, its officials, or its members.

"We've taken a stand for the right of all members to run for office without fear of harassment," Local 449 member Bill Bagley said after the victory. "Now we will continue to fight for a strong, democratic local."

Letters From Our Members

Bill of Rights or Bill of Goods?

During the Teamster election the Hoffa slate, including the head of my local, John Murphy, said they were reformers. They even issued a rank and file bill of rights. They should have called it a bill of goods. At least as far as John Murphy is concerned, the rank and file have no rights at all.

A majority of the members at my company, Metropolitan Distributors, signed a petition asking Murphy to hold a shop steward election. Murphy stalled for months, and refused to give a straight answer about when he would hold the election, even though we have always elected our steward in the past.

We finally got our answer when Murphy posted a notice at the company saying that he had appointed a steward. Murphy took away our right to vote for our steward without even having the guts to defend his actions to the members face to face.

As many Teamsters know, Hoffa Junior has named Murphy as head of the IBT Organizing Department. What kind of message does that send to prospective new members? Workers make sacrifices to organize with the Teamsters because they want a voice on the job. What will our organizing department's slogan be under Murphy and Hoffa, "Join the Teamsters then shut your mouth"?

Patti Craig
Local 122, Metropolitan Distributors
Boston

Will We Get the Leadership Our Union Needs?

What kind of leadership do we need? Historically, the office of general president of the IBT has been encumbered with problems.

In most cases, past presidents have been unable to avoid legal problems, most, we must assume, of their own making.

Is it too much to ask of candidates for International office that they dedicate their service to the members and potential

members, that they aggressively pursue organization of nonunion companies, that they avoid the game of politics, that they set a higher standard for themselves and strive to return this union to the national prominence and strength we deserve?

This is the kind of leader we need, but is it what we'll get? Only time will tell.

Mark Graham
Local 604, Cassens
St. Louis

TDU Will Continue Fight for Reform

It's been a long uphill battle for reformers in the Teamsters Union. In 1998 I'm sure others felt as I did that we had been betrayed, more by a political party than by old guard members who are more interested in power and money than the welfare of the general membership.

To my dismay I saw a good union president, Ron Carey, stripped of his office by the combined efforts of the Republican party and Hoffa Junior, a pawn of the mob-controlled old guard who want to get back into power. (Remember, under the old rule the Teamsters Union endorsed Republicans.) Carey preferred to let the members judge for themselves, which is the democratic way to do it.

Two-thousand years ago the most innocent man who ever walked this earth, who taught love, compassion and peace, was made to look like a murderer by the same combination that struck Ron Carey—partisan politics, self righteous religious leaders (scribes and Pharisees of his day) and a mob controlled by them. The manipulative actions of these three is scary, to say the least, but it can be changed.

You have a vote in national elections and in union elections, although that may not last much longer, as the old guard fought hard against it. But most important of all, you have an organization, Teamsters for a Democratic Union, that has fought for reform and democracy in the union for over 20 years. Join them, they are the best and they need your support.

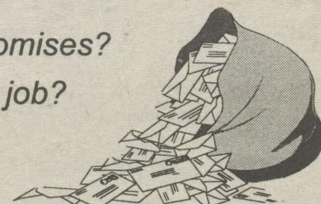
Mary Allan
Local 208 spouse-retiree
Las Vegas

Owner-Operators Win \$2.3 Million from Chicago CCI

In the past, former TDU activist Steve Kindred worked closely with Teamster car haulers from the West Chicago Commercial Carriers Inc. (CCI) terminal. *Convoy* ran several

We Want to Hear From YOU!

- What's going on at your workplace?
- Is Hoffa living up to his campaign promises?
- Got tips for tackling problems on the job?
- What are the most important issues facing our union now?



Let us know what you think. Send a letter to *Convoy Dispatch* at P.O. Box 10128, Detroit, Mich. 48210 or fax to (313) 842-0227.

articles about the struggle over lease agreements. The drivers filed a class action lawsuit over breach of contract.

CCI aggressively fought this suit for the past eight or nine years. The company argued that it was a labor dispute subject to joint committee arbitration. The case was won in court by trial by jury. CCI finally agreed to pay the damages, and checks recently went out to all class members.

This was an important victory. It is difficult to explain the case briefly. If you want more information you can e-mail me at MKenn9858@aol.com or call me at 502-875-7878.

I want to thank TDU for all the understanding and advice during this long struggle.

Mary Kennedy
Local 710 spouse
Georgetown, Ky.

Ready-Mix Teamsters Need Help from Union

Teamsters in Southern California who work in the ready-mix concrete industry have been devastated by serious contract concessions that include elimination of pensions for new hires, no paid holidays, and loss of paid vacation over two weeks in most contracts. We are also under attack by a large and growing nonunion segment.

This is all occurring during the largest building boom in 50 years. Where is our union?

Joe Robinson
Local 952, Lymans Ready Mix
Orange, Calif.

Building A UPS Network In Minnesota

In the IBT election this fall, 70 percent of Teamsters in Minnesota Local 638 supported reform, even though our Secretary-Treasurer, Dick Heck, is a key Hoffa supporter. Our reform slate got a respectable 47 percent vote in our local union election.

But we know that to get real rank

and file power in our local, we have to build an even stronger TDU presence on the shop floor at UPS in Minneapolis and throughout the state.

We will start by getting *Convoy Dispatch* to members at every center our local covers. We also want to start a newsletter about what is happening at UPS in Minnesota. We have an educational seminar planned in Minneapolis, and we hope to hold other workshops on our UPS contract for members in outlying centers.

We are going to do our part to deliver an even stronger UPS vote for reform in 2001.

John Senum
Minneapolis Local 638
UPS Full-Time Carwasher

TDU Meets

Northern California
Saturday, March 20
10 a.m.
Recreation Room
22012 Sevilla Rd.
Hayward, Calif.
Call 707-426-5310 for information.

Southern California
Sun., Feb. 7 & Sun., April 11
10 a.m.
VFW Hall
101 S. Main St.
Pomona, Calif.
Call 562-694-5831 or 760-951-4949 for information.

Louisville, Ky.
Saturday, Feb. 20
For information call 502-266-7514.

New Orleans
Saturday, Feb. 20
Call 504-818-0409 for information.

Portland, Ore.
Saturday, Feb. 27
10 a.m.
Super 8 Motel
11011 N.E. Holman
Exit 24 (airport exit) off I-205

Wisconsin
First Saturday every month
10:30 a.m.
Sue's Bayview Bandwagon
2463 St. Clair, Milwaukee
Call 414-327-1489 for information.

Corrections

In our report on national election returns in the December/January issue of *Convoy Dispatch*, Ohio Local 413's Joint Council was incorrectly listed. Local 413 is in Joint Council 1.

Also, in "Hoffa's First Appointments Raise Concerns" we reported that, according to a *Journal of Commerce* article, Richard Leebove was slated to be Hoffa's Director of Communications. To date that position has not been filled.

Does Your Local Union Need Better Leadership?

You can change that. Hundreds of Teamster locals will have elections in the fall of 1999. If your local needs reform or better leadership, now is the time to plan for 1999 and 2000 elections! DO YOU KNOW ...

- when your local union elections are?
- when nominations are?
- who is eligible to run?
- what are the rules and protections available?
- how long you have to file pre-election protests?

Call TDU right away for answers to these and other questions and hands-on help for how to run for office. See box below for help available to you.

Why run for office?

Our union needs new leaders. We need reform leadership. We need local unions ready and able to be models of membership involvement. Elections campaigns stir discussion and action on issues, they get members involved in the union, and they raise members expectations.

Who Should Run?

People who others turn to in the workplace for answers—on the contract, bylaws, and grievances. People who speak up on issues on the shopfloor and at union meetings. People who know the other shops in your local and issues members face there.

Here are some things you need to know and need to be doing now to win at election time. *Most important: Get Started.*

Who's eligible?

Many good candidates are

disqualified because they didn't know the rules. Candidates must have continuous good standing for the consecutive 24-month period prior to the month of nomination, meaning that dues were paid by the last business day of each month. All potential slate candidates should immediately check their status by submitting request letters certified mail to your secretary-treasurer, who must respond within five days.

- If anyone has been injured or laid-off, they may be ineligible for late payment. Potential slate members should pay dues in advance for any period of time you will be off work.
- In the vast majority of locals, union meeting attendance cannot be a requirement for eligibility, according to a Supreme Court decision.

What's the election timeline?

An election campaign should be

How Can *Convoy Dispatch* Help?

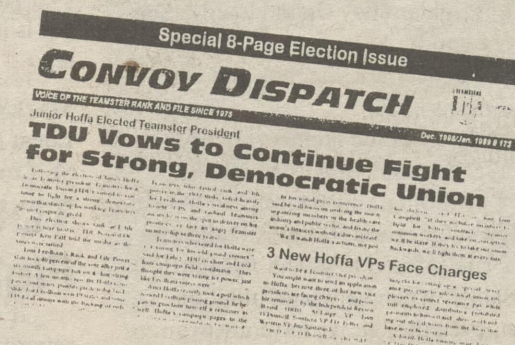
We used *Convoy Dispatch* to build for elections by building TDU.

Two years before our election, we found someone at each worksite to hand out *Convoy*.

Our TDU chapter paid for some of these bundles. It was important to get *Convoy* out there.

We invited the contacts to attend TDU meetings. With them, we talked about forming a slate that represents everyone and the importance of everyone supporting the slate. People were invested and worked together. Using *Convoy* and planning ahead made the difference.

—Joyce Mims, Local 728, Atlanta



started well in advance of nominations. The nominations meeting may be in September, October or November. A 15-day notice is required to inform members of the meeting. You must be prepared to launch your final campaign push and to send your main campaign mailing within a couple days after the nominations.

What are Your First Steps?

Plan ahead for vacation time. Potential slate members should schedule rotating vacation time for the election period. This is campaigning time.

Start raising money. Get seed money from slate members, plan raffles, fundraiser parties, etc. Do a support petition and ask for \$1 from each signer. This valuable contact information will build your list and help to get the votes in later by contacting these supporters.

Remember: No "employer" can contribute anything of value, even your brother-in-law who runs a bar or buddy who runs a copy service—not money, food, copies, or anything else of value.

Build support and a network. Make contacts at every shop and build a list. Always carry a notepad. Build your recognition: Take stands on issues in the workplace (use flyers

and petitions). Get members involved in campaigns — contracts, bylaw reforms, grievances. Use union meetings. Attend and get members there, be prepared to speak concisely on issues.

Develop a platform and slate. Why are you running? Your message is important. Survey members to know what issues are important to them. Focus on positive solutions to problems, not just what's bad. Build your campaign on issues, not personalities.

Pick a slate that reflects key worksites and your members' diversity. Interview possible slate members to see if principles and commitments match. Run a full slate to get more votes and to have a unified leadership to take office. Start regular slate and supporter meetings as soon as possible.

Get Visible. You can do mailings before you are nominated. (Find out your rights from TDU.) Listing endorsements will bolster your materials. TDU can help you with your materials strategy, content, and design (mailings, buttons, etc.)

Do Your Homework. Gather information on worksites, previous elections (biggest voting worksites), and dirt on your opponent (bad contract examples, etc.) Gain experience: take labor education classes (contact your area AFL-CIO), attend trainings at your local, become a steward, and get help from TDU.

CALL TDU!

313-842-2600

Contact TDU for a materials packet on Running for Local Union Office, free to TDU members (others include donation). Also, a new TDU booklet will be available soon.

Running for Office Workshops

TDU can conduct a training in your area and provide hands-on assistance with your campaign. Contact our office for information on this and other workshops available.

